

MINUTES OF THE COMMISSION FOR HUMAN RIGHTS

JANUARY 25, 2013

A meeting of the Commission for Human Rights was held on Friday, January 25, 2013 in the agency conference room. Present at the meeting were Commissioners John B. Susa, Chair, Camille Vella-Wilkinson, Iraida Williams, Rochelle Bates Lee and Alberto Aponte Cardona. Commissioners Alton W. Wiley, Jr. and Nancy Kolman Ventrone were not present. The meeting commenced at 12:55 p.m.

Commissioner Vella-Wilkinson moved to approve the minutes of the Commission meeting held on December 14, 2012. The motion was seconded by Commissioner Williams and carried. Commissioner Williams moved to approve the special minutes of January 17, 2013. The motion was seconded by Commissioner Vella-Wilkinson and carried.

Status Report of Michael D. Evora, Executive Director

A written report was handed out. All new information is in bold print.

Case Production Report – Attached

Aged Case Report – No aged cases to report.

Outreach Report – attached

STATUS REPORT – COMMISSIONERS

STATUS REPORT: Commissioner reappointments still have not been made as of yet.

OUTREACH: Commissioner Vella-Wilkinson reported that she worked with the Warwick Museum of Art and the Diversity Commission to put together a program for Black History month. The program will include Black history and the history of Black native Americans.

Commissioner Meeting -2- January 25, 2013

Commissioner Williams made a motion to approve the following Procedures

on the minutes of Commissioner meetings. “If the Commissioners have not

approved Commission minutes within 35 days of the meeting, the Commission

delegates the authority to approve the minutes to the Executive Director (or to

Legal Counsel if the Executive Director was not present at the meeting in question). When the minutes are approved by the Executive Director or Legal Counsel, they shall be presented to the Commissioners at the next Commission meeting for review, and amended if appropriate.”

The motion was seconded by Commissioner Vella-Wilkinson and carried.

STATUS REPORT – LEGAL COUNSEL by Cynthia Hiatt and Francis Gaschen

LITIGATION: Report Attached. Discussion of pending litigation.

LEGISLATION: Commissioners and staff discussed pending legislation.

Commissioner Vella-Wilkinson will contact the sponsor of the bill H5109,

which would prohibit housing discrimination against active military or those

who have been honorably discharged, and to advocate broader protection for

veterans to include those who received a general discharge.

REGULATIONS: No report at this time.

HEARING SCHEDULE: Discussed

DECISIONS: No decisions were discussed at this time.

The meeting adjourned at 2:00 p.m.. The next regular meeting will be on

Friday, February 15, 2013 at 12:30 p.m.

Respectfully Submitted,

Michael D. Evora

Executive Director

Notes taken by B. Ross

EXECUTIVE DIRECTOR'S

REPORT TO COMMISSIONERS

25 January 2013

I. BUDGET

S = State/General Revenue; F = Federal (EEOC/HUD); T = Total

FY 2013 FY 2013 FY 2013 FY 2014 FY 2014 FY 2014

(Enacted) (Rev. Req.) (Supp.) (Unconstr.) (Constr.) (Recomm.)

| | | | | | | |
|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| S | 1,137,768 | 1,137,768 | 1,133,129 | 1,192,069 | 1,121,778 | 1,150,785 |
| F | 325,992 | 306,689 | 306,688 | 258,638 | 301,405 | 308,638 |
| T | 1,463,760 | 1,444,457 | 1,439,817 | 1,450,707 | 1,423,183 | 1,459,423 |

The Commission's FY 13 (Revised) and FY 14 (Proposed) Budgets were submitted to the Governor on September 25. The submission included a Budget Impact Statement detailing the consequences to be realized should the seven percent general revenue decrease requested of all state agencies be implemented for the Commission [see Constrained Budget above]. On November 2, I met with representatives of the Budget Office to discuss the Office's pending recommendation to the Governor. On January 22, a bill was introduced which included the above supplemental budget for FY 13 and recommended budget for FY 14. The bill included authorization for the Commission's full 14.5 FTEs for FY 14.

II. FEDERAL CONTRACTS

EEOC – For federal FY 2012 (beginning October 1, 2011), according to EEOC Project Director Marlene Toribio, we closed 237 co-filed cases.

Our contract with EEOC for FY 2012 was for 235 cases. For federal FY 2013 (beginning October 1, 2012), we have closed 41 co-filed cases. Our contract with EEOC for FY 13 is as yet unknown.

HUD – For FY 12, according to HUD Project Director Angela Lovegrove, we took in 40 new housing charges, 37 of which were

co-filed with HUD. Within this same time period, we processed 45 housing charges, 43 of which were co-filed with HUD. For FY 13 (beginning July 1, 2012), we have taken in 24 new housing charges, all of which are co-filed with HUD. Within this same time period, we have processed 21 cases, all of which were co-filed with HUD.

III. PERSONNEL

No new information.

IV. OUTREACH – Refer to attached report.

V. GENERAL STATUS

• Meetings with staff members – I continue to meet with individual investigative staff members on a monthly basis to monitor case production.

• Case Closures – Refer to attached report.

We ended FY 2012 slightly behind the prior fiscal year's case processing rate. In FY 2011, we processed 422 cases; in FY 2012, we processed 411 cases (approx. 3.5% decrease). For FY 2013 (as of December 31, 2012), we have processed 188 cases (compare to 196 cases in this same time period in FY 12).

• Aged Cases – There are no aged cases in the Commission's

inventory for federal fiscal year 2013 (beginning October 1, 2012).

●Overall Case Inventory – The Commission had over 1000 cases in its inventory at the end of FY 1998. We ended FY 11 with 323 cases in inventory, and FY 12 with 255 cases. As of 1/17/13, we had a total of 282 cases in inventory; 29 of these cases were pending assignment and were subsequently assigned.

●Information Technology – DoIT has conducted a review of the Commission’s server/IT system and determined that the server will end its useful life in 2014. DoIT has recommended the purchase of a service agreement through Dell to cover the server until January 2014. That service agreement has been purchased. The Commission has opted not to connect to the state’s “virtual” server and has ordered a new server to be installed in February.

●Performance Management Initiative – On August 14, I met with the Governor’s Performance Management Team to discuss the Commission’s agreed-upon performance goals. The Team noted that the Commission is one of the only state agencies that consistently complies with the Performance Management Directive in a complete/timely manner. These meetings will occur quarterly.

●FY 12 Annual Report – The FY 12 Annual Report was completed in November. We received 250 copies in late December and copies have been mailed to the Governor, key members of the

General Assembly and others..

●Budget Analyst – Theo Toe, the agency’s Budget Analyst for the past 17 years, has left the Budget Office for a new position in state service. We await word on his replacement.

●HUD Fair Housing Month Event – HUD is planning a Fair Housing Month event at the Touro Synagogue in Newport for April 10, 2013. The event will be cosponsored by HUD, the Commission and the Anti-Defamation League. The event will include a keynote, two panels (one of which will be on the history of the Civil Rights Movement), and a lunch. More details to follow.

Respectfully submitted,

Michael D. Évora

Executive Director

Attachments